

Savannah Fire & Emergency Services

ANNUAL APPRASIALS



2016

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Annual Program Appraisal Savannah Fire & Emergency Services

10/27/2016

Program Name: Fire Suppression Program Appraisal

Program Members:

Asst. Chief Operations J. Alberts, Captain S. Boyd, Captain E. McKenna, Captain J. Brigdon, MFF T. Doherty, MFF M. Wilson, AFF J. Kemp, AFF C. Berry

Program Overview:

Savannah Fire & Emergency Services (SFES) has appropriate policies, procedures, infrastructure, and resources in place to provide fire suppression activities. An Internationally Accredited and state certified department that is in compliance with local, state, and national standards. SFES is also rated by Insurance Services Office (ISO) as a Class I department. All personnel prior to entry into the profession are certified to state and national standards at the completion of a recruit school and validated by National Professional Qualification (NPQ) certified evaluators. Annually, personnel are recertified to said standards via a reevaluation process. Beyond personnel, all apparatus are certified annually to a national standard. Currently, SFES responds to a coverage area of 103 sq. miles and an annual call volume of approximately 8,000 calls. The current fire suppression division consists of 16 Engines, 5 Aerials, and 2 Heavy Rescues, 1 All Hazards Marine Vessel, 1 Rehab Unit and various pieces of support equipment to include reserve apparatus, Industrial Firefighting Equipment (IFE), which are managed daily by three (3) Battalion Chiefs.

Program Strengths (Equipment, Staffing, Training and Response)

- Equipment is modern and complies with NFPA standards
- PPE is purchased and cleaned in accordance with NFPA Standards
- Water supply meets or exceeds required fire flow
- Maintains a surplus inventory of Firefighter equipment
- Resource location and deployment meet risk demands
- Staffing is based on NFPA 1710 requirements
- All personnel are trained to National Professional Qualification (NPQ) standards
- Industrial Firefighting Equipment to supplement large scale fires and water supply
- Marine Firefighting and Rescue capabilities.
- Internal SCBA program which maintains inventory, repairs and ensures that all SCBA's meet NFPA compliance
- Ability to respond appropriately to all risk demands
- Ensures an Effective Firefighting Force meets risk assessment findings.

Program Liabilities (Equipment, Staffing, Training and Response)

- The need to update Fire Suppression policies
- Having a constant presence in the Communications Center
- Apparatus down time at the shop
- 51% of the department with under 5 years of experience
- Not enough cross training, live fire drills and multi-company drills.
- Use of Technology, MDT and AVL's

Program Plan:

- Conduct policy update and rewrite on fire suppression SOP's (2017).
- Increase use of technology, MDT and AVL's pilot program (2017).
- Continue to monitor response times and conduct deployment analysis (2017)
- Research courses that offer advanced fire suppression activities and support participation in these classes (2108).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/25/2016

Program Name: Fire Prevention and Life Safety Program Appraisal

Program Members:

BC K. McDaniel, BC J. McCutchen, Fire Inspector C. Mason, MFF M. Wilson, AFF M. Taylor, MFF M. Curry and AFF D. Hendrix
Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

The Fire Marshal's Office of Savannah Fire & Emergency Services receives its authority to enforce the International Fire Code which serves as the fire prevention code for the City of Savannah through its adoption as a technical code. The International Fire Code has been identified and is mandated under rules and regulations that are adopted by the State of Georgia.

Program Strengths (Equipment, Staffing, Training and Response)

- Meet local, State and Federal regulations.
- Utilize International Fire Code and NFPA standards to reduce fire risk.
- Inspectors have mobile electronic devices to conduct inspections.
- Within bureau, have Fire Inspections Division with six (6) inspectors assigned.
- Inspectors are certified by the state and meet NPQ Inspector I qualifications.
- Meet yearly training requirements to stay compliant with state certification.
- On call 24/ 7 to handle life safety issues.
- Smoke Detector Installation program.
- Conduct Life Safety checks on after hours assemblies (bars and nightclubs).
- Operations Division assists with risk reduction by conducting Pre Fire Plans
- Have RMS to collect and analyze data in regard to life safety and prevention.

Program Liabilities (Equipment, Staffing, Training and Response)

- Operated with reduced staffing much of the year.
- Utilize full capabilities of RMS in regard to Fire Prevention and Life Safety data.

Program Plan:

- Increase staffing by filling vacancies to be fully staffed (2017).
- Conduct NPQ Inspector I training to all operational personnel (2017).
- Research RMS for efficient procedures in regard to Fire/ Life Safety
- Analyze capabilities of RMS to increase efficiency in data collection (2017).



Annual Program Appraisal Savannah Fire & Emergency Services

10/26/2016

Program Name: Public Education Program Appraisal

Program Members:

Asst. Chief Logistics C. Wallace, PIO M. Keller, MFF C. Fennel, MFF M. Wilson, AFF M. Taylor.
Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Specific audience requirements are met through the delivery of a variety of program offerings, such as Youth Fire Setters, Smoke alarm installation and home fire safety inspections upon request. Department personnel work with various groups, businesses and organizations to provide targeted and appropriate fire safety education offerings in the community. The department's public fire safety education program touches all segments of the jurisdiction from pre-school to senior citizens through classroom and group presentations. The department maintains representation on the Safe Kids Savannah Coalition which is dedicated to childhood injury prevention. Firefighters participate in a variety of coalition functions including annual water safety activities. The department participates in the Safe Place program which is a national youth outreach endeavor that allows youth easy access to immediate help in times of personal crisis. Firefighters also conduct free blood pressure screenings at all department facilities and through regularly scheduled arrangements with numerous senior citizen and faith-based organizations.

Program Strengths (Equipment, Staffing, Training and Response)

- Dedicated Public Education Officer to coordinate community events.
- Over 90 personnel NPQ Life Safety Educator certified.
- Program is budgeted.
- Fire Safety House.
- Smoke Detector Installation program
- Wide spectrum of educational material
- Participation in a numerous community activities to educate all segments of the community.
- Utilize RMS to collect and analyze education services and trends.

Program Liabilities (Equipment, Staffing, Training and Response)

- Need to increase accuracy and documentation processes into RMS.
- Need for Annual inventory check on PFSE equipment.



**Annual Program Appraisal
Savannah Fire & Emergency Services**

11/10/2016

Program Name: Fire Investigations Appraisal

Program Members:

Chief Investigator Fred Anderson and Investigator M. Estes

Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES) has established an Investigations Division in order to address the needs for timely, efficient and professional investigation into situations arising from a fire, explosion or other emergency under the authority of SFES. Savannah Fire & Emergency Services has staffed the investigation division with two full time employees of SFES whom have been specifically trained to conduct origin and cause investigations and act as criminal investigators with the authority to investigate and prosecute Arson within the municipal boundaries of the City of Savannah.

Program Strengths (Equipment, Staffing, Training and Response)

- Staffed Investigations Unit.
- Investigators are Peace Officer Standards and Training (POST) certified.
- Stand-alone Law Enforcement agency.
- Georgia Crime Information Center (GCIC) and National Crime Information Center (NCIC) access.
- Close working relationship with outside agencies, such as the Alcohol Tobacco and Firearms (ATF) bureau.
- Complete annual training to maintain currency
- Quick response to scenes
- Have established Standard Operating Procedures (SOP) in place.

Program Liabilities (Equipment, Staffing, Training and Response)

- Operational personnel have limited training in fire investigations.
- Outdated scene documentation equipment.
- Non utilization of scene documentation and reconstruction software.
- Non utilization of mobile connectivity equipment for effective and efficient documentation while investigating a scene.

Program Plan:

- Purchase two updated cameras for scene documentation (2017).
- Purchase scene documentation and reconstruction software (2018).
- Develop training class for operational personnel on investigations (2018).
- Complete Arson Investigation Certification for Investigator Estes (2018).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016

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Annual Program Appraisal Savannah Fire & Emergency Services

10/27/2016

Program Name: Fire Suppression Program Appraisal

Program Members:

Asst. Chief Operations J. Alberts, Captain S. Boyd, Captain E. McKenna, Captain J. Brigdon, MFF T. Doherty, MFF M. Wilson, AFF J. Kemp, AFF C. Berry

Program Overview:

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Program Strengths (Equipment, Staffing, Training and Response)

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- Maintains a surplus inventory of Firefighter equipment
- Resource location and deployment meet risk demands
- Staffing is based on NFPA 1710 requirements
- All personnel are trained to National Professional Qualification (NPQ) standards
- Industrial Firefighting Equipment to supplement large scale fires and water supply
- Marine Firefighting and Rescue capabilities.
- Internal SCBA program which maintains inventory, repairs and ensures that all SCBA's meet NFPA compliance
- Ability to respond appropriately to all risk demands
- Ensures an Effective Firefighting Force meets risk assessment findings.

Program Liabilities (Equipment, Staffing, Training and Response)

- The need to update Fire Suppression policies
- Having a constant presence in the Communications Center
- Apparatus down time at the shop
- 51% of the department with under 5 years of experience
- Not enough cross training, live fire drills and multi-company drills.
- Use of Technology, MDT and AVL's

Program Plan:

- Conduct policy update and rewrite on fire suppression SOP's (2017).
- Increase use of technology, MDT and AVL's pilot program (2017).
- Continue to monitor response times and conduct deployment analysis (2017)
- Research courses that offer advanced fire suppression activities and support participation in these classes (2108).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/25/2016

Program Name: Fire Prevention and Life Safety Program Appraisal

Program Members:

BC K. McDaniel, BC J. McCutchen, Fire Inspector C. Mason, MFF M. Wilson, AFF M. Taylor,
MFF M. Curry and AFF D. Hendrix
Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

The Fire Marshal's Office of Savannah Fire & Emergency Services receives its authority to enforce the International Fire Code which serves as the fire prevention code for the City of Savannah through its adoption as a technical code. The International Fire Code has been identified and is mandated under rules and regulations that are adopted by the State of Georgia.

Program Strengths (Equipment, Staffing, Training and Response)

- Meet local, State and Federal regulations.
- Utilize International Fire Code and NFPA standards to reduce fire risk.
- Inspectors have mobile electronic devices to conduct inspections.
- Within bureau, have Fire Inspections Division with six (6) inspectors assigned.
- Inspectors are certified by the state and meet NPQ Inspector I qualifications.
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- On call 24/ 7 to handle life safety issues.
- Smoke Detector Installation program.
- Conduct Life Safety checks on after hours assemblies (bars and nightclubs).
- Operations Division assists with risk reduction by conducting Pre Fire Plans
- Have RMS to collect and analyze data in regard to life safety and prevention.

Program Liabilities (Equipment, Staffing, Training and Response)

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Program Plan:

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- Analyze capabilities of RMS to increase efficiency in data collection (2017).



Annual Program Appraisal Savannah Fire & Emergency Services

10/26/2016

Program Name: Public Education Program Appraisal

Program Members:

Asst. Chief Logistics C. Wallace, PIO M. Keller, MFF C. Fennel, MFF M. Wilson, AFF M. Taylor.
Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Specific audience requirements are met through the delivery of a variety of program offerings, such as Youth Fire Setters, Smoke alarm installation and home fire safety inspections upon request. Department personnel work with various groups, businesses and organizations to provide targeted and appropriate fire safety education offerings in the community. The department's public fire safety education program touches all segments of the jurisdiction from pre-school to senior citizens through classroom and group presentations. The department maintains representation on the Safe Kids Savannah Coalition which is dedicated to childhood injury prevention. Firefighters participate in a variety of coalition functions including annual water safety activities. The department participates in the Safe Place program which is a national youth outreach endeavor that allows youth easy access to immediate help in times of personal crisis. Firefighters also conduct free blood pressure screenings at all department facilities and through regularly scheduled arrangements with numerous senior citizen and faith-based organizations.

Program Strengths (Equipment, Staffing, Training and Response)

- Dedicated Public Education Officer to coordinate community events.
- Over 90 personnel NPQ Life Safety Educator certified.
- Program is budgeted.
- Fire Safety House.
- Smoke Detector Installation program
- Wide spectrum of educational material
- Participation in a numerous community activities to educate all segments of the community.
- Utilize RMS to collect and analyze education services and trends.

Program Liabilities (Equipment, Staffing, Training and Response)

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- Need for Annual inventory check on PFSE equipment.

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Annual Program Appraisal Savannah Fire & Emergency Services

10/27/2016

Program Name: Fire Suppression Program Appraisal

Program Members:

Asst. Chief Operations J. Alberts, Captain S. Boyd, Captain E. McKenna, Captain J. Brigdon, MFF T. Doherty, MFF M. Wilson, AFF J. Kemp, AFF C. Berry

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Program Plan:

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Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/25/2016

Program Name: Fire Prevention and Life Safety Program Appraisal

Program Members:

BC K. McDaniel, BC J. McCutchen, Fire Inspector C. Mason, MFF M. Wilson, AFF M. Taylor, MFF M. Curry and AFF D. Hendrix
Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

The Fire Marshal's Office of Savannah Fire & Emergency Services receives its authority to enforce the International Fire Code which serves as the fire prevention code for the City of Savannah through its adoption as a technical code. The International Fire Code has been identified and is mandated under rules and regulations that are adopted by the State of Georgia.

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- Within bureau, have Fire Inspections Division with six (6) inspectors assigned.
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- Have RMS to collect and analyze data in regard to life safety and prevention.

Program Liabilities (Equipment, Staffing, Training and Response)

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- Utilize full capabilities of RMS in regard to Fire Prevention and Life Safety data.

Program Plan:

- Increase staffing by filling vacancies to be fully staffed (2017).
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- Research RMS for efficient procedures in regard to Fire/ Life Safety
- Analyze capabilities of RMS to increase efficiency in data collection (2017).



Annual Program Appraisal Savannah Fire & Emergency Services

10/26/2016

Program Name: Public Education Program Appraisal

Program Members:

Asst. Chief Logistics C. Wallace, PIO M. Keller, MFF C. Fennel, MFF M. Wilson, AFF M. Taylor.
Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Specific audience requirements are met through the delivery of a variety of program offerings, such as Youth Fire Setters, Smoke alarm installation and home fire safety inspections upon request. Department personnel work with various groups, businesses and organizations to provide targeted and appropriate fire safety education offerings in the community. The department's public fire safety education program touches all segments of the jurisdiction from pre-school to senior citizens through classroom and group presentations. The department maintains representation on the Safe Kids Savannah Coalition which is dedicated to childhood injury prevention. Firefighters participate in a variety of coalition functions including annual water safety activities. The department participates in the Safe Place program which is a national youth outreach endeavor that allows youth easy access to immediate help in times of personal crisis. Firefighters also conduct free blood pressure screenings at all department facilities and through regularly scheduled arrangements with numerous senior citizen and faith-based organizations.

Program Strengths (Equipment, Staffing, Training and Response)

- Dedicated Public Education Officer to coordinate community events.
- Over 90 personnel NPQ Life Safety Educator certified.
- Program is budgeted.
- Fire Safety House.
- Smoke Detector Installation program
- Wide spectrum of educational material
- Participation in a numerous community activities to educate all segments of the community.
- Utilize RMS to collect and analyze education services and trends.

Program Liabilities (Equipment, Staffing, Training and Response)

- Need to increase accuracy and documentation processes into RMS.
- Need for Annual inventory check on PFSE equipment.



Annual Program Appraisal Savannah Fire & Emergency Services

11/10/2016

Program Name: Fire Investigations Appraisal

Program Members:

Chief Investigator Fred Anderson and Investigator M. Estes

Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES) has established an Investigations Division in order to address the needs for timely, efficient and professional investigation into situations arising from a fire, explosion or other emergency under the authority of SFES. Savannah Fire & Emergency Services has staffed the investigation division with two full time employees of SFES whom have been specifically trained to conduct origin and cause investigations and act as criminal investigators with the authority to investigate and prosecute Arson within the municipal boundaries of the City of Savannah.

Program Strengths (Equipment, Staffing, Training and Response)

- Staffed Investigations Unit.
- Investigators are Peace Officer Standards and Training (POST) certified.
- Stand-alone Law Enforcement agency.
- Georgia Crime Information Center (GCIC) and National Crime Information Center (NCIC) access.
- Close working relationship with outside agencies, such as the Alcohol Tobacco and Firearms (ATF) bureau.
- Complete annual training to maintain currency
- Quick response to scenes
- Have established Standard Operating Procedures (SOP) in place.

Program Liabilities (Equipment, Staffing, Training and Response)

- Operational personnel have limited training in fire investigations.
- Outdated scene documentation equipment.
- Non utilization of scene documentation and reconstruction software.
- Non utilization of mobile connectivity equipment for effective and efficient documentation while investigating a scene.

Program Plan:

- Purchase two updated cameras for scene documentation (2017).
- Purchase scene documentation and reconstruction software (2018).
- Develop training class for operational personnel on investigations (2018).
- Complete Arson Investigation Certification for Investigator Estes (2018).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/26/2016

Program Name: Technical Rescue Program Appraisal

Program Members:

Special Operations Chief J. Vickers, Captain M. Dick, Captain J. Shaw, Captain S. Boyd,
Captain R Howard MFF B. Smith, MFF S. Bancroft, AFF J. Kemp, AFF B. Billotto.
Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES) operates an adequate, effective and efficient program directed toward rescuing trapped and/or endangered persons from life-endangering causes ie. Structural collapse, vehicle accidents, swift and submersion in water, confine space, high angle and trench collapse. These advanced life saving techniques are conducted with high trained personnel who receive specialized training in each of the disciplines SFES response to. Moreover, SFES utilizes two (2) heavy rescues with a variety of modern pieces of equipment to ensure an effective and efficient response is conducted.

Program Strengths (Equipment, Staffing, Training and Response)

- The Special Operations Division maintains a large number of available resources to respond to a wide variety of incidents
- Department has a growing number of qualified Rescue Technicians
- Have SOP's in place for Technical Rescues
- Weekly scheduled training day to maintain currency
- Equipment is in good working order
- Technical Rescue capabilities exceed COS risk hazards assessment
- Core of certified and advanced Instructors for Technical Rescue development
- Offer continual education in related rescue fields.
- A member of the Georgia Search and Rescue (GSAR) Task Force

Program Liabilities (Equipment, Staffing, Training and Response)

- Limited course offerings for Trench and Structural Collapse
- Non- Deployable for GSAR assignments
- Need to consolidate TRT personnel to support response and training
- Metro Communications needs training on Technical Rescue responses
- More advanced and progressive training
- Instructor credentialing and development

Program Plan:

- Maintain and possibly increase TRT training classes (2017)
- Increase the number of Rescue Technician 3's to 36 (2017)
- Meet minimum standard to regain GSAR deployable status (2017)
- Develop Instructor Programs for TRT in RMS (2017).
- Consolidate TRT personnel (2017).
- Create and implement equipment replacement schedule (2017).
- Review TRT SOP's (2017).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/26/2016

Program Name: Hazardous Materials Program Appraisal

Program Members:

Special Operations Chief J. Vickers, Captain J. Hannah, Captain W. Goolsby, Captain P. Grant
Captain C. Wood, AFF B. Harris and AFF K. Morgan
Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES) currently has established SOP's in place for the response of personnel and apparatus to a hazardous materials emergency incident. All SFES personnel will follow the established SOP's when responding to a HAZMAT scene. The established SOP's will ensure that adequate staffing and equipment will arrive on scene to meet the demands of any type or magnitude of hazardous materials emergency incident.

Program Strengths (Equipment, Staffing, Training and Response)

- Relationships with local industry are maintained through meetings, training and inspections.
- County Ordinance to conduct Tier II inspections and pre fire plans.
- Maintain a large number of available resources to include trained personnel
- Current equipment is in good working order to include a new response vehicle, meters and the department conducting annual currency checks.
- Hazardous Materials is funded by local, state and federal entities.
- Dedicate group of personnel to maintain and push the program forward.
- Annual currency training is captured in RMS
- Team responds to local and region Haz Mat incidents
- Team currently meets FEMA Type I requirements.

Program Liabilities (Equipment, Staffing, Training and Response)

- Not utilizing wireless technology to increase efficiency on the incident
- Update Standard Operating Procedures (SOP's)

Program Plan:

- Train a minimum of four (4) personnel to the Specialist level in various disciplines (2017)
- Update Hazardous Materials SOP's (2017).
- Complete training and maintain certification of those Haz Mat companies that will be operating off a marine platform with the Boat Crew Member course.
- Continue to evaluate and purchase modern Haz Mat equipment.



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/26/2016

Program Name: Emergency Management Program Appraisal

Program Members:

Emergency Manager D. Donnelly, BC E. Kitchen, BC J. McCutchen, Captain M. Dick Captain S. Boyd, Captain T. Snelling and AFF B. Billotto.

Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES), through the Emergency Management Director is responsible for developing and maintaining the City of Savannah's Emergency Operations Plan (SEOP). This all hazards plan was developed to ensure prevention, preparedness, response and recovery activities from natural and man-made hazards, which may affect residents of Savannah. The plan ensures that these activities are carried out in an efficient, effective and professional manner by the various City Bureaus and Department(s) assigned each functional area. The plan also addresses external agencies which carry out roles and responsibilities outside of the City such as Emergency Medical Services (EMS) which is a county contracted service, Environmental and Public Health which is a shared function between County, Regional District and State Public Health Officials as well as Mass Care and Human Services which is responsibility of the local office for Department of Family and Children Services supported by Volunteer Organizations Active in Disaster, particularly the American Red Cross.

Program Strengths (Equipment, Staffing, Training and Response)


- Dedicated Emergency Manager Position within the city.
- Emergency Manager has created city wide Emergency Management Team that meets every month.
- Have developed and implemented the Savannah Emergency Operations Plan.
- Robust inventory of equipment for disaster response.
- Access to WEB EOC for tracking resources and developing IAP.
- Dedicated and professional staff ready to respond to incidents.
- Training is available to certify personnel in the National Incident Management System.
- Staff has responded and executed successful through two natural disasters.
- Personnel have been trained to ICS position specific positions.
- City has at its disposal a modern Emergency Command Center.

Program Liabilities (Equipment, Staffing, Training and Response)

- Need for universal check in/ out system to accurately track resources at shelters, for meals and demobilization.
- City Command Post does not have adequate space for a Type I/II Incident Management team for a large scale disaster.
- Pre-identify Critical Workforce Shelters for scale disasters, such as Category 3-5 Hurricane.
- Not all positions within the ICS structure have been filled with trained personnel.
- Need to create Critical Workforce Shelter managers.
- Response plans need updating.
- Each bureau needs to develop a Continuity of Operations Plan (COOP) and develop a pre-incident checklist.

Program Plan:

- Secure support and direction from the City Manager
- Engage Bureaus in developing internal emergency response plans.
- Update the Emergency Response Plan and assign personnel to positions and certify those individuals in position specific training.
- Once position specific training is completed conduct exercise to reinforce knowledge and skills.
- Identify Critical Workforce Shelters locally and statewide.
- Develop Multi-year (3 year) Training Exercise Plan.
- Train 16 people position specific trained, locally or NFA.
- City Council and Policy Group training: ICS 402 course.



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/28/2016

Program Name: Marine Firefighting and Rescue Program Appraisal

Program Members:

Special Operations Chief J. Vickers, Captain M. Dick, Captain J. Shaw, Captain S. Novak, MFF C. Lamb
MFF S. Bancroft, AFF S. Sokolowski

Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES) operates an adequate, effective and efficient program directed toward Marine Firefighting and Rescue operations. These incidents include shipboard fires and/or endangered persons that need rescuing or removal from maritime environments. These advanced firefighting techniques are conducted with highly trained personnel who receive specialized training in Marine Firefighting and NFPA 1005. Moreover, SFES utilizes a variety of modern pieces of equipment to ensure an effective and efficient response is conducted.

Program Strengths (Equipment, Staffing, Training and Response)

- Maintains a sufficient number of resources to respond to a wide variety of maritime incidents
- Established strong relationships with local, state and private maritime partners
- Have a dedicate company for maritime response
- First Fire Department to have a NASBLA Accredited Marine Division
- Provide All Hazards response to navigable waterways
- Highly trained boat crew personnel who have and continue to receive outstanding training.
- Have over 200 fire personnel trained at the Marine Firefighter I level
- Over a 100 fire personnel trained at the National Professional Qualifications (NPQ) Marine Firefighter II level.
- Have SOP's in place to support marine operations
- Ability to increase water supply along waterways.

Program Liabilities (Equipment, Staffing, Training and Response)

- Define and implement Dispatch protocol for Marine incidents
- Increase the number of Boat Operators
- Have only one (1) marine firefighting vessel
- Need to develop a vessel replacement plan
- Need for a Firefighting Shipboard simulator or vessel contract (MOU) to conduct Marine Firefighting Level II class locally.

Program Plan:

- Complete training of department to the Marine Firefighting Level 1 (2017).
- Research and develop a vessel replacement plan (2017)
- Research and develop a plan or MOU for a simulator or vessel contract (2017)
- Establish segments or addresses in CAD for Marine Responses (2017).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/27/2016

Program Name: Health Program Appraisal

Program Members:

BC Gaskill, Captain J. Crain, Captain J. Hinely, Captain W.S. Howard, AFF L. Lilienthal, AFF J. Kemp, AFF R. Lenz.

Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Under the direction of the Logistics Chief, SFES has identified a Health and Wellness Officer (HWO). A Battalion Chief is assigned to this position and is responsible for coordinating the risk management program however, Captains and Master Firefighters conduct the day to day operations. The Chief Officer, and the health and wellness program members work together to develop articles and manuals on proper physical fitness and nutrition, schedule physical/ fitness assessments and identify health concerns that are affecting the fire service. Moreover, this program also oversees our day to day fitness requirements, that mandate all operational companies spend 1 hour at the gym for physical fitness training.

Program Strengths (Equipment, Staffing, Training and Response)

- Annual physical and bloodwork assessments for all personnel.
- Partnership with Candler Hospital to include records management.
- Contracts with local workout facilities
- Standard Operating Procedures (SOP's) in place.
- SCBA program for annual Fit and Flow Testing
- Internal SCBA program for management and repairs.
- Two PPE laundry facilities to maintain clean gear and decrease contamination.
- City Employee Assistance Program (EAP) and department's Critical Incident Stress Management (CISM) team.
- Cancer Reduction Initiative (CRI)

Program Liabilities (Equipment, Staffing, Training and Response)

- Need to develop vision and strategy to support Health Initiative.
- Development of a "Workout and Technique" manual.
- Need to enter physical fitness activity into RMS for tracking purpose.
- Need to incorporate culture change at lowest levels in regard to wellness.
- Need to promote SFES "Brand" with wellness initiative example: setting the example for the community with our personnel working out, in nutrition classes and cooking health meals.

Program Plan:

- Research mental health issues within the fire service and propose possible alternatives.
- Develop a strategy and vision and assign team members to the various health categories. Each category manger would report to the Health and Wellness Officer (currently Chief Gaskill) (2017).
- Implement the "workout manual" reference booklet (Captain Crain) (2017).
- Create a policy on implementing physical fitness training into RMS (2017).
- Internally create three (3) Health and Wellness mangers (2017).
- Incorporate Health and Wellness class into recruit school (Candler 2017).
- Promote through community involvement and the media the SFES Brand through Health and Wellness programs. (2018).
- Incorporate the "After the Fire" decontamination process to reduce exposure to cancer causing agents (2017).
- Research "Exposure Tracker" software for operational personnel (2019).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/25/2016

Program Name: Safety Program Appraisal

Program Members:

BC Kitchen, MFF R. Milie, MFF C. Hanks, MFF M. Gutierrez, MFF S. Miller, MFF M. Wilson, MFF J. Creech, MFF K. Baker, AFF R. Lenz.

Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Under the direction of the Logistics Chief, SFES has identified an Incident Safety Officer (ISO). Battalion Chiefs are responsible for coordinating the risk management program however, Captains and Master Firefighters conduct the day to day operations. The Chief Officer (Currently Chief Kitchen), with assistance from the safety officers and members of the department's safety committee assures that risk management topics are reviewed, accidents and incidents are investigated and incidents have a dedicated ISO present. The safety officers, using input from the safety committee, take appropriate actions and publish reports in order to reduce risks to all department members.

Program Strengths (Equipment, Staffing, Training and Response)

- Have dedicated Incident Safety Officer (ISO) to respond to incidents and accidents
- ISO's are trained to a specific level in order to respond and document safety issues.
- Have dedicated vehicle and equipment.
- Reviews incidents and accidents to identify trends and/or issues.
- Have Standard Operating Procedures (SOPs) in place to support Safety Program.
- Initiating Cancer Reduction Initiative (CRI) to department members.
- SO's conduct monthly safety inspections of stations to maintain safe working environment

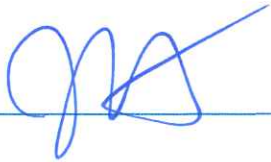
Program Liabilities (Equipment, Staffing, Training and Response)

- Drying system for wet gear after a fire.
- Incorporate ISO and HSO information into the promotional process.
- Develop Safety Officer Training Program in RMS to outline training requirements.

Program Plan:

- Purchase wind meter for ISO's to capture adverse wind conditions (2017).
- CRI: After the Fire decontamination process to be implemented in (2017).
- Train and certify a minimum of 6 personnel to the FEMA Type III level (2017).
- Develop prototype rack drying system for wet PPE gear (2017).

- Update Safety SOP's (2017).
- Create a Second Safety Officer position in (2019).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/28/2016

Program Name: Self Contain Breathing Apparatus Program Appraisal

Program Members:

Assist. Chief Logistics C. Wallace, Captain C Shelnutt, Captain J. Nutter Captain S. Waugh, Captain S. Floyd, MFF S. Miller, AFF C. Dekle and AFF J. Payne

Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES) operates an adequate, effective and efficient Self Contain Breathing Apparatus (SCBA) program. This program is a one of a kind program which utilizes the relationship of our vendor and the personnel directly involved in the SCBS program. Currently, SFES is transitioning into a new NFPA compliant SCBA. Moreover, the program has produced certified personnel to repair and inspect SCBA's internally. All of the SCBA's are managed through the Logistics division and are being recorded into the department's RMS.

Program Strengths (Equipment, Staffing, Training and Response)

- Dedicated personnel to the program
- Purchase of new NFPA compliant SCBA's
- Reduction in battery usage with purchase of new SCBA's
- Program is a cost savings to the department (down time, maintenance and repairs).
- Second Flow testing machine to increase efficiency
- All Equipment is of a high standard
- The program is internal to SFES
- SFES SCBA program is unique no other program like it nationally
- Video Conferencing for training and seminars on SCBA's
- Relationship with vendor
- Regular contacts from outside agencies on the program (effectiveness and efficiency)

Program Liabilities (Equipment, Staffing, Training and Response)

- Currently only 33% of the SCBA Technicians are Delta Air certified
- Not using RMS to full potential in regard to maintenance and inventory
- Flow testing is not annual but must be completed with 365 days to stay compliant
- Not having Flow Testing and Fit Test under the annual program training requirements
- Communication issues between program personnel and fire personnel in regard to repairs and maintenance issues and inventory.

- Having program personnel TA to outside stations do to staffing requirements reducing the SCBA program personnel to perform.

Program Plan:

- Develop a SCBA SOP that is all inclusive (2017)
- Add Fit and Flow testing to the Annual Training Programs in RMS (2017)
- Create PPT. on how to enter information on mask, bottle and harness in RMS (2017)
- Quarterly meetings with SCBA program personnel and administration to discuss advancement of the program (2017).
- Currently waiting on Avon's response to training and payment of training (2017).



Annual Appraisal Facilitator
Jeff Alberts
Interim Assistant Chief Operations
10/25/2016



Annual Program Appraisal Savannah Fire & Emergency Services

10/25/2016

Program Name: Training and Recruitment Program Appraisal

Program Members:

Asst. Chief Logistics C. Wallace, BC J. McCutchen, Captain W. Ifill, Captain S. Emberton, Captain P. Grant, MFF M. Gutierrez, MFF L. Lilienthal and AFF B. Smith not present.

Facilitator: Asst. Chief Operations J. Alberts

Program Overview:

Savannah Fire & Emergency Services (SFES) incorporates a multi-faceted approach in identifying training needs for the department. The training needs reflect the mandatory requirements set forth by Georgia Fire Standards and Training Council, National Professional Qualifications and the Insurance Services Office (ISO). Moreover, training is also implemented from Post incident Analysis where a training issue has been identified on the fireground or identified through course content reviews which identifies changes within the industry in relation to mitigation techniques. Lastly, the Training Division is also responsible for the department's recruitment and promotional processes.

Program Strengths (Equipment, Staffing, Training and Response)


- Training Staff to include a Training Division Chief, three (3) Training Captains and one (1) Administrative Assistant.
- Ability to conduct Recruit Classes, NPQ Hazardous Materials and Technical Rescue classes in house.
- Completion of new Training Facility
- Update reference materials in each station for training and promotional advancement.
- Electronic tracking of training hours and program development located in RMS.
- All training classes are taught to a NFPA Standard of certified curriculum.
- Training Division is supported with a budget.
- Training Facility with burn building, tower and multiple props to include gas props.
- **Recruitment**
 - Recruitment Team is diverse and represents community served.
 - Implementation of Candidate Physical Abilities Test (CPAT)
 - Ability to screen new applicants with Professional Standards Unit (Fire Investigators).
 - Internet Testing for new applicants
 - The cooperation of Human Resources with the applicant new hire process.
 - Tuition Reimbursement and Military Service incentive.
 - The utilization of recruitment props and the Recruitment Scope outlining the "Brand".
 - Recruitment is funded and supported.

Program Liabilities (Equipment, Staffing, Training and Response)

- Recruitment Team needs specialized training in recruitment techniques.
- Continue improving the recruitment process to solicit diverse candidates
- Increase use of social media and social marketing.
- Need to advertise employment opportunities on national job boards.
- Support SFES members in community athletic events to demonstrate "Brand"
- Conduct internal training survey.
- One year assignment in Training needs to be longer to have positive change.
- Need for more NPQ Proctors, currently SFES has only 1.
- Utilizing RMS to full potential.
- Instructor development, need to be Subject Matter Experts (SME's) and progressive (NPQ Instructor 1 is just a requirement to instruct.
- Incorporate inventory control mechanism in RMS for training equipment.
- Strong emphasis and individual accountability on "Core Competencies".

Program Plan:

- Conduct an internal Training Survey to personnel (2017).
- Maintain Firefighter competencies by conducting scenario based "Core Competencies" through the reutilization of night drills (2017).
- Develop an Instructor Program each discipline and incorporate instructor management into a RMS program (2017)
- Monitor NFPA and State for standard and rule changes that will affect SFES training (2017).
- Re-implement sending Instructors to outside training course to incorporate new technologies, equipment and methods into SFES programs ensuring progressiveness (2018).



Annual Appraisal Facilitator
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Interim Assistant Chief Operations
10/25/2016